

Boundaryless and Protean Careers for employability

By: M.M. Sefotho - 12 Nov 2021

ASSAf Science for Society webinar series -

Future careers: developing skills for the job market and job creation



UNIVERSITY
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Jobs of the Future

Top Careers in 2050

Careers in AI – driven labour market

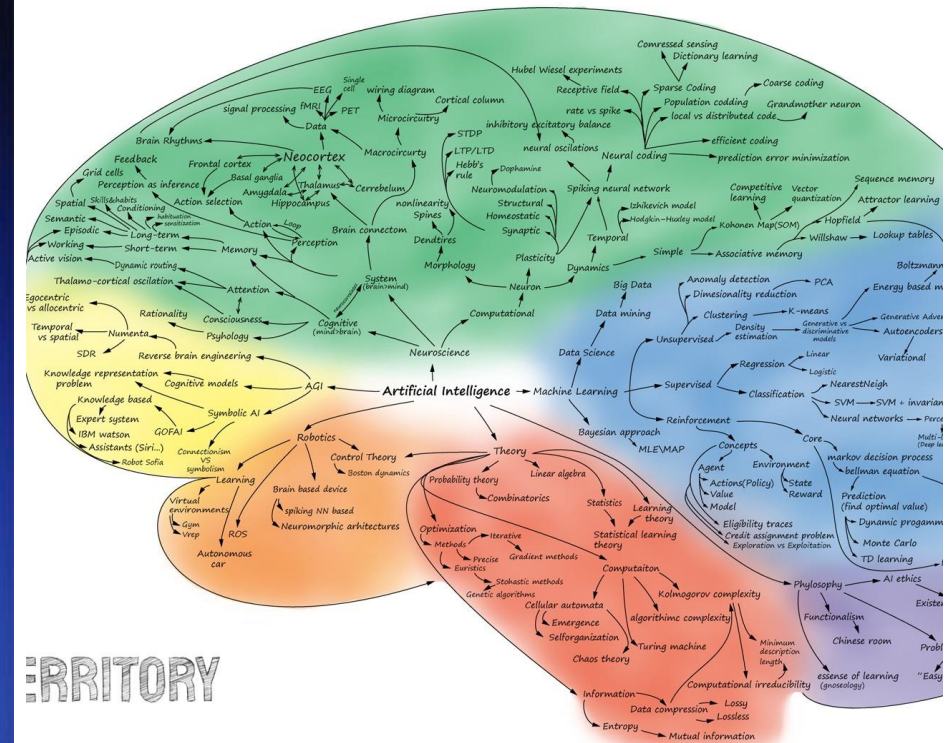
The term AI was coined by John McCarthy,
an American computer scientist in 1956.





Human intellect is
incurably abstract.

C. S. Lewis



Understanding the human mind paves ways to artificial intelligence



The mind

“A special non-physical entity in virtue of which we are aware” (Mandik, 2010).



What is AI?



Artificial Intelligence



(AI) is a popular branch of computer science that concerns with building "intelligent" smart machines capable of performing intelligent tasks.



With rapid advancements in deep learning and machine learning, the tech industry is transforming radically.

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Artificial intelligence is a program that



Reason



Act/Adapt



Sense

Protean Careers



Proteus

In Greek mythology, **Proteus** (/ˈproʊtiəs, -tʃuːs/^[1] Ancient Greek: Πρωτεύς, *Prōteus*) is an early prophetic sea-god or god of rivers and oceanic bodies of water, one of several deities whom Homer calls the "Old Man of the Sea" (*halios gerôn*).^[2] Some who ascribe a specific domain to Proteus call him the god of "elusive sea change", which suggests the constantly changing nature of the sea or the liquid quality of water. He can foretell the future, but, in a mytheme familiar to several cultures, will change his shape to avoid doing so; he answers only to those who are capable of capturing him. From this feature of Proteus comes the adjective **protean**, meaning "**versatile**", "**mutable**", or "**capable of assuming many forms**". "Protean" has positive connotations of **flexibility**, **versatility** and **adaptability**.



Protean Careers of the 21st Century - Douglas T. Hall (1996, p. 8)

- Protean careers. The career of the 21st century will be protean, a career that is driven by the person, not the organization, and that will be reinvented by the person from time to time, as the person and the environment change.

Features of Protean Careers

Mutable

Flexible

Adaptable

Versatile



Boundaryless Careers



Boundaryless careers

Arthur and Rousseau (1996) describe boundaryless careers as not bounded, not tied to a single organization, not represented by an orderly sequence, marked by less vertical coordination and stability “Put simply, boundaryless careers are the opposite of “organizational careers”—careers conceived to unfold in a single employment setting (1996: 5).



Boundaryless careers – An Oxymoron

Intraorganisational and interorganizational

Network-based and self-organised



The Boundaryless Career: A Competency-Based Perspective



Concept of competency

The word competency is derived from Latin word 'competere' which means 'to be suitable.'

A competency can be defined as the entirety of knowledge, abilities, skills and attitudes, which are necessary for an individual to work effectively in particular working environment.



Components of competency



Skills: capabilities acquired through practice.



Knowledge: understanding acquired through learning.



Personal attributes: inherent characteristics which brought to the job.



Behavior: the observable demonstration of some competency.





Employability skills: what makes us employable?



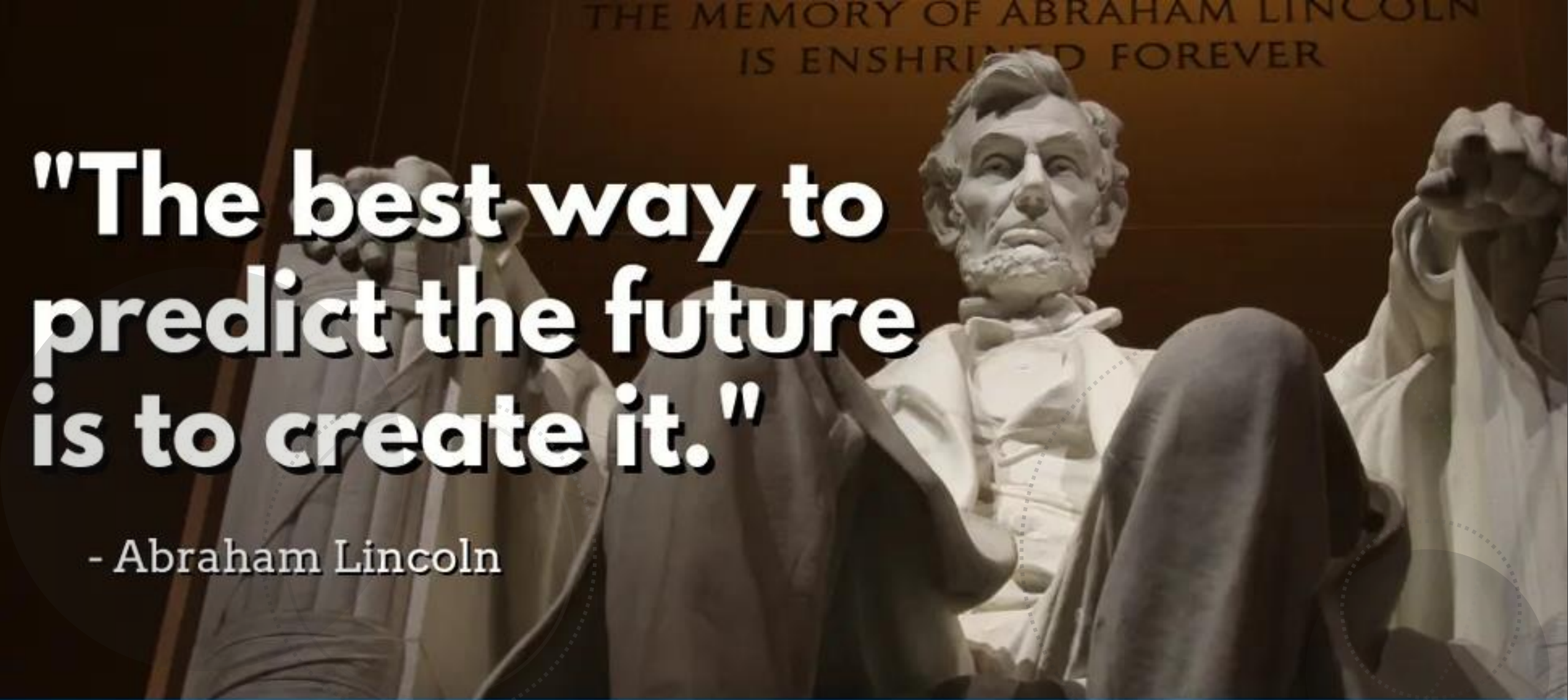
**Future
Careers must
be
understood
in relation to:**

Globalisation

Digitalisation

Lifelong learning opportunities

**Continuing education and
training**



**"The best way to
predict the future
is to create it."**

- Abraham Lincoln

Thank You
Kea Leboha
Muchas Gracias

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